

Gallaudet Fact—

Q. Gallaudet University has had connections to many prominent presidents and politicians, from Abraham Lincoln to Edward Kennedy to Bill Clinton. What is the University's connection to the first president, George Washington? Answer on page 2.



Trudy Haselhuhn (left) of Grounds Services moves an oversized chess piece in a game against Norman Ingram (far right) of Maintenance Services, while Olivia Smith of the Transportation Department looks on at the Employee Appreciation Barbecue on September 1. (See more barbecue photos on page 3.)

Neighborhood Expo celebrates connections with local businesses, leaders



President Davila presents Councilmember Harry Thomas, Jr. with a Team Gallaudet pin at the Neighborhood Expo held on campus August 31 to highlight the offerings of local businesses. Davila also presented him with a Gallaudet cap, pen, and letter opener. Sharrell McCaskill (right), director of community relations, helped organize the event, along with staff members from the Office of Community Relations and the Office of Program Development.

As Gallaudet kicked off its fall semester, local community restaurants and shops provided free food samples and information to faculty, students, and staff at the Neighborhood Expo held on campus August 31. The event took place on the first cool day in what seemed like weeks, drawing a large crowd to the offerings on the patio next to the I. King Jordan Student Academic Center.

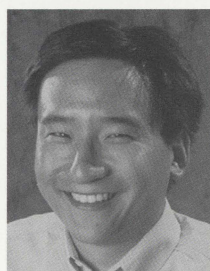
During remarks to the assembled students, faculty, staff, and business people, President Davila evoked the history of Gallaudet as a business. He pointed out that University had been doing business in this same location for 145 years.

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Renee Smith line dancing at the Employee Appreciation Barbecue.



Board of Trustees Vice Chair Frank Wu gives his thoughts on shared governance.

ON THE GREEN

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University president finalists announced

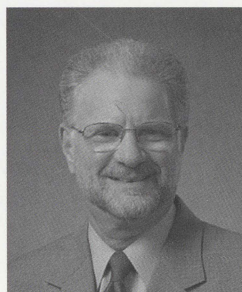
Board of Trustees Chair Benjamin Soukup announced four finalists for the University's tenth president at a September 2 town hall held in the Kellogg Conference Hotel's Swindells Auditorium.

The finalists, selected by the Presidential Search Advisory Committee (PSAC), are: Dr. T. Alan Hurwitz, president, National Technical Institute for the Deaf (NTID) and vice president/dean of Rochester Institute of Technology for NTID; Dr. Ronald Stern, superintendent/chief executive

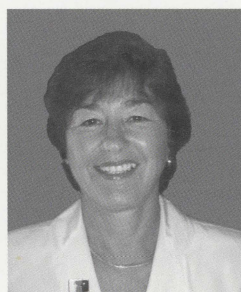
officer, New Mexico School for the Deaf; Dr. Roslyn Rosen, director, National Center on Deafness at California State University, Northridge; and Dr. Stephen Weiner, provost, Gallaudet University.

Biographies for each candidate and details of their campus visits and presentations can be found at the PSAC website, psac.gallaudet.edu.

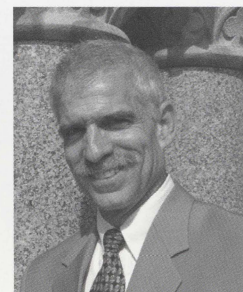
Questions and comments regarding the search process can be sent to psac@gallaudet.edu. ■



Dr. T. Alan Hurwitz



Dr. Roslyn Rosen



Dr. Ronald Stern



Dr. Stephen Weiner

Faculty and staff inspired to help students 'dream big, go big'



Faculty and staff, in their buff and blue shirts, give a rousing "Dream big, go big" cheer at the August 24 rally in the Field House.

A sea of people in matching T-shirts doing "The Wave" is enough to inspire just about anyone. Add to that a rousing cheer ("Lean to the left, lean to the right, stand up, sit down, dream big, go big!!") led by cheerleaders shaking gold pom-poms, and you're experiencing the ultimate morale boost—Team Gallaudet spirit.

As the first day of classes approached, the entire University was a-buzz with the excitement of a new school year, anxiously anticipating the arrival of the largest number of students to Kendall Green in several years. The Office of Institutional Research reports a total enrollment of 1,824 students, compared with 1,581 students in the fall 2008. (Note: An article on the fall enrollment figures will appear in the October 9 issue of On the Green.)

To get ready to show the new students how welcoming the campus community could be, faculty and staff gathered for an August 24 pep rally in the Field House. Upon entering the gymnasium, each person was given a Gallaudet University T-shirt emblazoned with the Team Gallaudet logo and the slogan "Dream Big, Go Big," which they promptly donned, filling the bleachers with a sea of buff and blue.

Board of Trustees Chair Ben Soukup (via video link), President Robert Davila, and Provost Stephen Weiner reminded the audience of the important role each person on campus has in helping students succeed. They expressed their

appreciation to faculty and staff for their many talents and hard work and for working together to bring about important changes over the past three years. "We've rebuilt the University!" said Dr. Weiner, who thanked the audience members "from the bottom of my heart" for all they have done to "make Gallaudet what it is—the place of choice for deaf and hard of hearing students."

Dr. Soukup reminded the crowd that the selection of the University's 10th president and the implementation of the new Long Range Strategic Plan make the 2009-2010 academic year a particularly important one. He thanked everyone on behalf of the Board for their hard work and called upon their continued support to help Gallaudet meet the challenges ahead and ensure that it retain its status as the top choice for future generations of students.

Faculty and staff "have demonstrated that you have put your minds and hearts" into Gallaudet's best interests, said Dr. Davila, but he added that there is more work ahead. Improving student retention is a top priority for the University, he said, and he called upon faculty and staff to do all they can to lend a helping hand to students and show them that they can succeed and earn their degree.

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Making the most of your employment benefits: an interview with Agnes Muse and Christina Shen-Austin

On the Green: How has the economic downturn changed the way employees use their benefits?

Agnes Muse: In general, they are asking me more questions about their benefits. Specifically, I have noticed more employees changing to the full 5 percent option for the Thrift Savings Plan (TSP), saving the maximum amount possible to be eligible for matching funds. I also see a lot of faculty and staff getting involved in Flexible Spending Accounts so they can pay for health care with pre-tax dollars.

OTG: What are some other money-saving benefits that employees can use?

AM: There are several programs that we would love to see employees use more: The Employee Assistance Program, which provides free sessions of psychological counseling, financial and legal services like suggestions for estate planning, civil, and criminal disputes, and advice on finding child and adult care services. Liberty Mutual insurance is another one. The company offers discounted car, renter's, home, and life insurance to our employees.

Christina Shen-Austin: There is also the Transit Choice Program, which allows employees to set aside pre-tax wages for public transportation costs. United

Buyers Service is a way to purchase vehicles at wholesale prices. Education Assistance is another great benefit. It covers all or part of the cost of courses at many colleges and universities for employees and their families. Then there are loans, used car sales, and on-campus banking services from HEW Federal Credit Union. This fall, we have a credit union representative on campus in College Hall, Room 106 on Mondays from 1 to 3 p.m. and Wednesdays from 9:30 to 11 a.m.

OTG: Is it safe to use the savings and investment plans that Gallaudet offers?

AM: Yes—especially the TSP because this plan is run by the federal government. If you're not sure where to invest, I would go with the L Fund. You can enter your estimated date of retirement and they will manage your account according to how many years you have until retirement, making safer and more steady investments as you get closer to that date. Of course, no one can completely control or predict the stock market, so we don't have absolute control over any investment.

CSA: Employees also have the opportunity to invest in the Fidelity 403(b) plan, which is another tax-deferred savings

program. Your pretax contributions are also automatically deducted from your paychecks. There is no matching contribution from Gallaudet University. However, there is a more broad range of investment options (compared to TSP). We also have a Fidelity counselor who comes to campus once a month. The counselor can help you with your retirement goals.

OTG: Is there any risk of getting too frugal?

AM: There is a risk in health insurance benefits. Health insurance coverage is directly related to the cost, so if you have a basic plan, you're only getting basic coverage.

OTG: How can employees find out more about their benefit options?

AM: We have become so modernized now that information is very easy to find. Employees can check on their current benefits through PeopleSoft (bison.gallaudet.edu). If they want to update their beneficiary or make some changes, then they can come by our offices to fill out the forms. Please remember that you can only change health plans during open season each fall, but there are many other options open year-round. For general

information, Human Resources Services is hooked up to all the government websites. Go to www.gallaudet.edu/af/hrs.xml and click on "Important Links."

CSA: We also had a Service Day on September 16. Different health insurance companies as well as United Buying Service and HEW were be available to answer questions and concerns.

Employees can also go to the Benefits Fair coming up on November 11. This fair will inform employees of any new changes to the health insurance plans for 2010. We also offer periodic presentations on planning for retirement. For example, a guest speaker from the Social Security Administration (SSA) was on campus on September 14 to discuss retirement and benefits programs offered by SSA. Please keep an eye on "Daily Digest" for announcements.

AM: We both have open door policies for anyone who wants to ask questions in person, so please come by anytime. ■

(Note: Agnes Muse is a benefits specialist and Christina Shen-Austin is a benefits associate in the Office of Human Resources Services.)

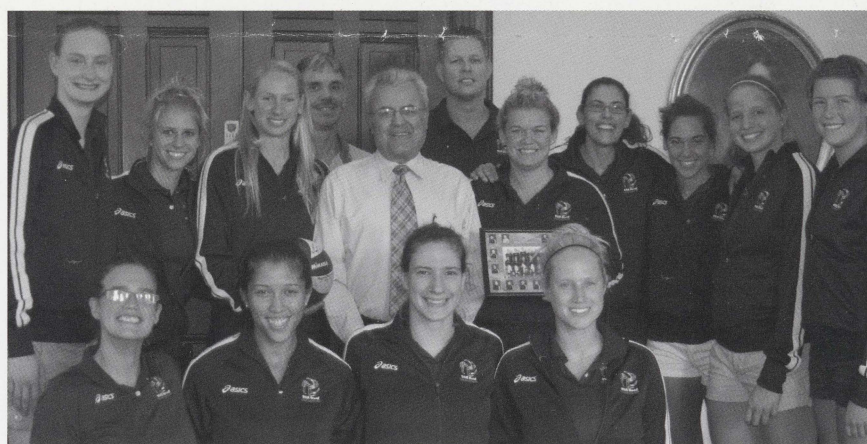
Faculty and staff rally

continued from page 1

Associate Provost Catherine Andersen expanded on Davila's message of the importance of faculty and staff influence on student success. "What you do is so important because you work directly with students," she said. "It's important that we show our students that we really care—and we do," she said.

Student Body Government President Zachary Ennis and Graduate Student Association President Concetta Pucci, who led "The Wave," also praised faculty and staff for helping to make the Gallaudet experience a positive one for them and other students. The energy they helped generate in the crowd grew with the cheer, led by Special Programs Coordinator Sherry Duhon and Summer and Enrichment Programs Project Coordinator Wendy Wiatrowski, joined by Student Affairs Dean Dwight Benedict and Graduate School and Professional Programs Dean Carol Erting.

The vision of buff and blue again washed the campus the following week, when dozens of faculty and staff members wore their T-shirts and volunteered to help the students get settled. ■



Members of the American women's volleyball team present a signed ball and team picture to President Davila in appreciation for his support on the road to the 2009 Taipei Summer Deaflympics. The Office of the President helped to arrange practice space in the Field House for the team, in addition to providing meals during their two-week practice. "I will be rooting for you," Dr. Davila told the players. The team is an all-Bison force, made up entirely of alumni and current students. Coaches Lynn Ray Boren and Ray Lehmann, as well as team manager Patrick O'Brien, are also alumni.

Campus Calendar

September

18—Rosh Hashanah dinner with Gallaudet Hillel (RSVP required), 6:15 p.m., JSAC Flex A&B

23—Turn-A-Page-Together (for registered participants), noon, JSAC

24—Performance: *El Janitor*, 7 p.m., Foster Auditorium

25-26—MSSD's 40th anniversary celebration, various times and locations at MSSD

29—Presentation: "Creating a Campus Environment We All Can Enjoy," 12:30-1:30 p.m., Elstad Auditorium

30—Career Center's Internship and Job Fair, 11 a.m.-4 p.m., Kellogg Conference Hotel; Turn-A-Page-Together (for registered participants), noon, JSAC

October

7—Turn-A-Page-Together (for registered participants), noon, JSAC

9—Freshman Student of Color Leadership Institute, 10 a.m.-5 p.m., JSAC MPR

Gallaudet Fact—

Answer: Peter Gallaudet, father of the University's namesake, Thomas Hopkins Gallaudet is the link. The 1959 book, *Voice of the Deaf; a biography of Edward Miner Gallaudet*, by Maxine Tull Boatner, states that Peter was the "private secretary to George Washington." Another connection is the theory that the school colors of buff and blue are based on the colors of the uniform Washington often wore.

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Upcoming Religious Holidays

August 21-September 20—Ramadan

September 18-20—Rosh Hashanah

September 27-28—Yom Kippur

October 2-9—Sukkot

Scenes from the Employee Appreciation Barbecue



Sunny skies and mild temperatures beckoned faculty, staff, and teachers to the Employee Appreciation Barbecue on Olmsted Green September 1. The Bon Appetit Management Company slated the appetites of the crowd with a tempting array of food, and the Activity Appreciation Committee kept the attendees entertained with games and dancing. The volleyball tournament, an annual tradition that is a highlight of the barbecue, was won by a team of "Misfits."

(Clockwise from above): Members of the winning volleyball team, the Misfits, display the 2009 tournament trophy. The players were (from left): Senda Benaissa (Gallaudet Research Institute), Harvey Williams (Transportation), Tommy Strunk (KDES Athletics), Patrick Brice (Department of Psychology), Margarita Madeo (Graduate School Admissions), and Hank Young (Graduate School Admissions).

Will Humphrey and Davina Kwong of Bon Appétit Management Company grill burgers.

Employees share a laugh as they prepare to chow down.

James Ackridge (center) and Daniel Davidson (right) of the Office of Students with Disabilities try to stay upright in the three-legged race competition.

Azalea Davis (center) of the College of Professional Studies and Outreach applauds a skillful volleyball play beside fellow spectators (from left): Tracey Cholmondeley, Matt Mason, and Jiayi Zhou. Members of the Admissions Office's volleyball team, "300"—named in honor of the office's goal for new students enrolled for fall 2009—play a hard-fought game.

Reneé Smith (foreground) of the Department of Counseling takes part in a round of line dancing.



Destination Brazil: Department of Business strengthens international business curriculum



Following a lecture and discussion at the U.S. Consulate in Rio about U.S.-Brazil economic relations, members of Gallaudet's summer study tour of Brazil meet with consulate official Erik Holm-Olsen (second from left) and Ilene Zeitzer (second from right), president of Disability Policy Solutions, who helped arrange the consulate visit. Members of the group are (from left): Emilia Chukwuma, Dr. Barbara Gerner De Garcia, Dr. Isaac Agboola, Dr. Qui Wang, and Reed Gershwind.

By Dr. Isaac Agboola

The Department of Business completed a study tour of Brazil this summer as part of the Business and International Education (BIE) project. The primary purpose of the BIE project, which is funded partly through a U.S. Department of Education grant, is to strengthen and expand the Business Department's international business curriculum by providing participating faculty with opportunities to acquire first-

hand knowledge about the business, economic, and social environments in selected countries.

The business faculty members who participated in the Brazil study tour were: Dr. Isaac Agboola, Emilia Chukwuma, Reed Gershwind, and Dr. Qi Wang. In addition, Dr. Amy Wilson and Dr. Barbara Gerner De Garcia, faculty members from the Department of Educational Foundations and Research who have lived in Brazil and are familiar with Brazilian Portuguese, traveled with the group to help facilitate the tour.

The Brazil study tour, which began July 1 and ended July 11, was the last in a series of international study tours that included India, China, South Africa, Brazil, and Argentina. This summer's tour was originally planned to include Argentina, but this segment had to be cancelled due to reports of an outbreak of swine flu (H1N1) in parts of the country.

Brazil was included among the countries studied because it is an emerging economy with enormous potential beyond South America. Brazil is the fourth largest democracy in the world and the fifth largest country both in population and geographical area. After many years under military rule, the country is stabilizing politically and is poised to challenge other emerging economies such as India and China for prominence in international commerce.

The first city on the itinerary was Recife, the capital of the state of Pernambuco. The city is also the largest metropolitan area in northeastern Brazil and the most important industrial center

in Pernambuco. Over the course of three days, the faculty toured selected business and industrial sites in the city and nearby towns, including: the Suape Port and Industrial Complex, a large port under development; Alto Do Moura, the largest center for figurative arts in the Americas; the vast sugarcane plantations that provide raw materials for Brazil's ethanol industry; and several small business firms. The group also spent an evening with the FENIS (Federation of Education and Integration of the Deaf) in Recife, which provided a lively presentation of its community development projects.

The group traveled next to Rio de Janeiro, the second largest city in Brazil and widely regarded as the cultural capital of the country. Rio is surpassed only by Sao Paulo as a center of industrial production, finance, and service. Activities in Rio included a lecture and discussion at the U.S. Consulate about U.S.-Brazil economic relations; a factory tour of Casa Granado, one of the oldest pharmaceutical firms in Brazil; a lecture and discussion with officials of Acessibilidade Brazil, a nonprofit organization that engages in cutting edge research on accessibility and disseminates national and international accessibility standards in Brazil; and tours of the downtown and old town business districts.

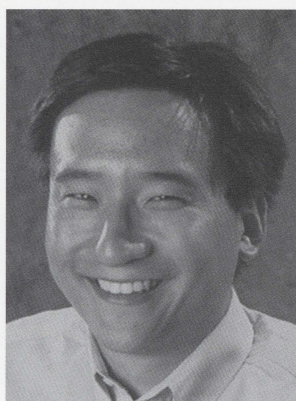
Sao Paulo was the final city on the itinerary. Unfortunately, the group arrived just as the city was shutting down for a two-day local holiday. However, Sao Paulo is such an important industrial center that some businesses remained

open, including the modern Sao Paulo stock exchange, the BOVESPA, where the group was treated to a tour of the exchange and a lecture on investments in Brazil and South America. The group also visited Seresa-Experian, one of the largest consumer credit information companies in Brazil. Seresa-Experian is a leading employer of people with disabilities in Brazil, with a progressive philosophy of hiring, training, and providing accommodations to employees with disabilities.

The Brazil study tour and the previous international study tours have provided Business Department faculty with invaluable insights not only about the business environment in each country but also about the economic relationships between the countries and their trading partners. It is one thing to read or view reports about the astounding economic progress achieved by China, India, and Brazil in recent years, but an entirely different experience to actually see the results up close and to interact with individuals and organizations in each country that help make them happen. Business faculty members who have participated in the project are using the knowledge gained from the study tours to integrate new contents into their courses and to develop new courses and programs, ensuring that the BIE project will have an enduring impact on the business curriculum. ■

(Note: Dr. Agboola is dean of the College of Liberal Arts, Sciences, and Technologies and a professor in the Department of Business.)

Some thoughts on shared governance at Gallaudet University



By Frank H. Wu

I would like to offer some thoughts on shared governance at Gallaudet University, explaining the role of the Board of Trustees.

Every university has a governing board. Some universities use other names, such as regents instead of trustees, but whatever its title, the board is charged with the ultimate authority of the institution. At some schools, the board is more ceremonial and oriented toward fundraising. At Gallaudet, the board is a working board actively engaged in decision making.

In recent years, there has been significant change in the levels of responsibility assigned to boards, not only among corporations but also for non-profits such as universities. These changes in both legal

requirements and "best practices" that ought to be followed have imposed stringent oversight requirements in virtually every area, from academic outcomes to budgets to record keeping. Consequently, volunteer service on a board can be like a full-time job.

Yet board decision making has some qualities that are different than other forms of decision making.

The board functions at a policy level. It appropriately delegates day-to-day management of a multimillion dollar enterprise of great complexity to the president and the administration. The board is not capable of actually operating the school. It should not even try to do so. The president could not perform properly with a board that attempted to second-guess the individual's choices.

The board works as a body. Individual trustees, even officers of the board, do not have authority to act on their own, except in limited situations when they have been given that role by their colleagues. The president deserves to have a clear mandate from the board as a whole. (So, for example, that principle applies to what I say as well; these are my views expressed in this essay and nothing more.)

The board is supposed to act in the best interests of the institution. It must remain independent. Indeed, the board

would not be fulfilling its responsibilities if it just followed the direction of a single constituency. It is even independent of the president, though the president serves as an ex officio member of board committees. The board tries to support the president, without automatically approving of everything the president proposes.

The board also knows that Gallaudet is unique. Every trustee brings different strengths to the board, but we are united by our passion for Gallaudet and its distinctive identity. We are sensitive to concerns integral to deaf culture, about direct communications and avoiding paternalism. So expectations for the board here are unlike those found on most campuses, where the boards labor in obscurity. While this board serves a role unlike that at most universities, it still has to comply with applicable laws, including the rules of accrediting authorities.

The board always bears in mind that it leads by serving many stakeholders. The most important are the students. We were established by and continue to receive support from the federal government to serve them.

Finally, the board recognizes the importance of shared governance. Everyone in higher education acknowledges the tradition of shared governance. The issue is implementation of the con-

cept. Allow me to offer concrete examples.

There are many decisions that must be made where the faculty has the dominant role, and there ought to be little if any intervention by the board. Faculty should be able to use their professional judgment in evaluating students and in performing their own artistic, creative, and scholarly endeavors. The role of the board in this area is to protect faculty rights and support professors, including their exercise of academic freedom. There are only a few limits, such as prohibiting discrimination.

Of course, the board must interact with the faculty formally and informally. In order to ensure proper decision making—which means deliberation, use of all the data, and awareness of all the opinions—the board must know the perspective of the faculty as a body, and it should have a sense of the perspectives of faculty members as individuals.

If the faculty as a whole believes that the provost has created a class schedule that is somehow unfair, then the faculty can and should communicate in due course with the Board of Trustees. Although the provost has authority to arrange the course schedule, if there is some extraordinary problem for the faculty as a whole, and every procedure

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Shared governance

continued from page 4

within the administration, including, most importantly, discussion with the provost himself or herself, and then the president, has been tried and exhausted, and the faculty as a whole raises the matter by proper procedures, then it becomes appropriate for the board to consider it.

But if an individual professor believes that the provost has created a class schedule that is unfair to that specific person, then that professor can and should communicate with the administration through its normal procedures. Unless the administration, meaning the president, believes it best to refer this matter to the board, it ordinarily should not come before the board.

I read an insightful article recently on shared governance, and I adapt an example from it. Sometimes, the board needs to make a selection. This could be the selection of the president, the selection for different committees such as the Presidential Transition Advisory Committee (PTAC), and so on. When that occurs, the board often asks for nominees from different groups such as the Faculty Senate. It typically asks for those recommendations to be named without ranking and with a range from which the board then makes a choice. This is shared governance at its best. Faculty have input on a key decision, and their advice and counsel is crucial. But if the Faculty Senate ranks its choices or doesn't give the minimum number requested, it takes the decision-making authority for itself.

For Gallaudet to be most effective in serving all stakeholders, especially students, shared governance will be at its most vigorous between the administration and the faculty. It is mainly the president, the provost, and others in senior leadership roles who work with the faculty. The president, in fact, is evaluated on effectiveness in working with the faculty, and has, among many other duties, the duty to demonstrate shared governance. In this regard, I'd like to praise Dr. Robert Davila, who has been truly extraordinary in his leadership by bringing together people of many backgrounds.

To conclude, the ongoing Long Range Strategic Planning (LRSP) process is a wonderful instance of shared governance. Led by two trustees, with all stakeholders playing a part directly or through representatives, the LRSP process has resulted in a strong vision for the institution. That vision will guide all of us—working cooperatively—toward a shared future. ■

(Note: Frank H. Wu has been a trustee of Gallaudet University since 2000 and vice chair of the board since 2006. He has been a professor of law at Howard University for 10 years and also served as dean of Wayne State University Law School. This article is based on his remarks at the faculty panel discussion on shared governance, held on August 27, 2009.)

Bison Roundup

Athletic season gets underway

The 2009-10 Gallaudet University athletic season got underway Labor Day Weekend with all six varsity teams in action. Gallaudet football was the lone home game as the Bison welcomed the Merchant Marine Academy to Hotchkiss Field. The season started on the right foot as the Bison scored the first touchdown of the game and controlled the first quarter. The Mariners battled back and scored the next 38 points before Gallaudet sophomore Phillip Hayes rumbled 67 yards to the end zone for the University's second touchdown in the 38-14 loss.

Freshman volleyball outside hitter Ann Whited was named to the Battlefield Classic All-Tournament team, making 28 kills and 36 digs in four matches in Gettysburg, Pa., as the Bison started the season 0-4. Gallaudet will be in action September 19-20 in Lynchburg, Va. The men's and women's soccer team seasons are underway as the squads continue to build team chemistry and prepare for Capital Athletic Conference competition. Finally, the men's and women's cross country teams had a strong start to the season at the Sea Gull Opener. Junior Kayla Castro finished 34th overall out of 90 runners as she completed the 5,920-meter course in 25 minutes and 22 seconds.

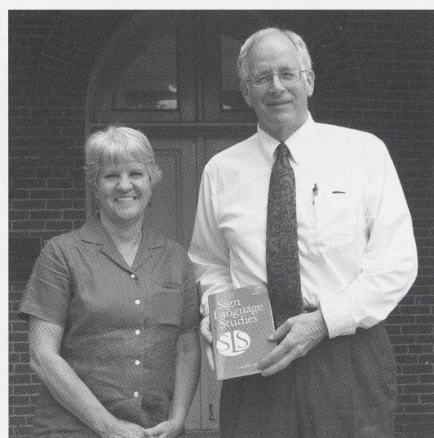
Drake to be honored at Homecoming

Gallaudet University is busy preparing for this year's 75th anniversary of Homecoming that will be held October 23 to 25. The fanfare, from class reunions to Bison athletic events, will take place as usual, but there will be a special moment during the Saturday football game when Gallaudet welcomes back Race Drake, Sr., '38, the last living member of the 1934 Bison football team that defeated Shenandoah 7-6 in the first Gallaudet Homecoming. Drake started at Gallaudet as a preparatory student. He played football all of his five years at Gallaudet and was inducted into its Athletic Hall of Fame.

"It was a very exciting game," said Drake. "After the game, alumni and students marched around campus with class flags to celebrate Homecoming."

Drake, who currently lives in St. Augustine, Fla., will be recognized at this year's diamond anniversary Homecoming by serving as an honorary captain for the Bison football team. He will also flip the coin at the start of the game as Gallaudet hosts Becker College at 1 p.m. at Hotchkiss Field. The Homecoming will have a special meaning for his daughter, Donna Drake, '69, and his niece, Bette Hicks, '69, who will be attending their class' 40th anniversary reunion. ■

Among Ourselves

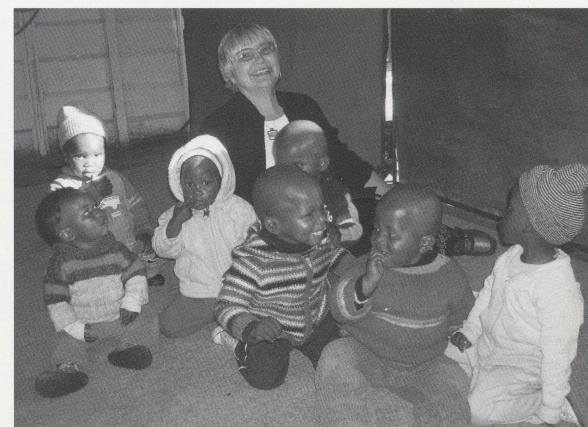


Dr. Ceil Lucas and Dr. David Armstrong

Dr. David Armstrong, executive director of the Gallaudet University Press and editor of the journal *Sign Language Studies*, announces on behalf of the Press that Dr. Ceil Lucas, a professor in the Department of Linguistics and editor of the 15-volume Gallaudet University Press series, *Sociolinguistics in Deaf Communities*, will become the journal's editor in January. *Sign Language Studies* was founded in 1972 by the late Dr. William Stokoe to provide an outlet for scholarly studies in the fledgling field of sign language linguistics. Stokoe, a professor emeritus of the University, is recognized as the creator of the linguistic study of sign languages of deaf people. He edited

the journal until the late 1990s when it was acquired by the Press under the editorship of Armstrong. Lucas stated, "I am deeply honored to be taking on this responsibility and hope to continue the tradition of excellence established by Dr. Stokoe and Dr. Armstrong."

Dr. Donna Mertens, a professor in the Department of Educational Foundations and Research, was invited to make presentations in several international venues during the summer months. She presented "Theoretical Groundings in Mixed Methods Research: A Transformative View" at the International Mixed Methods Conference in Harrogate, England, where the formal announcement was made of her accepting the editorship of the *Journal of Mixed Methods Research*. The co-editor is Max



Dr. Donna Mertens is pictured with children from the Igkanga Township near the University in Potchefstroom, South Africa

Bergmann of the University of Basel, Switzerland. Mertens presented "Transformative Research, Ethics, Inequality, and Human Rights" at the University of Johannesburg, and "Transformative Research: The Complexities That Challenge" at the North-West University in Potchefstroom, South Africa, where she also conducted professional development activities. She gave two presentations, "Transformative Mixed Methods Research" and "Researcher-Participant Partnerships: Radicalizing the Relationship and Exploring Ethical Options," at the American Psychological Association meeting in Toronto, Canada.

Gallaudet has been well represented for more than 15 years at the National Conference on Race and Ethnicity (NCORE). This year's conference, held in May in San Diego, Calif., was no exception. In addition to 10 members of the campus community who attended the conference, presentations were made by Lindsay Dunn, manager of education programs for the Department of ASL and Deaf Studies and a long-time supporter of NCORE; Thuan Nguyen, coordinator of residence education for Residence Life; Dr. Carolyn McCaskill, associate professor in the Department of ASL and Deaf Studies; Dr. Glenn Anderson, former trustee and a professor in the Department of Languages at the University of Arkansas at Little Rock; and Dr. Janice Mitchell, a professor in the Department of Foreign Languages, Literatures, and Cultures, who has presented workshops and co-led training institutes at NCORE for 10 years, and currently serves on the NCORE Advisory Board to the Executive Board. Next year, NCORE will be held in Washington, D.C. Anyone in the campus community who would like to know more about the conference, and/or might consider making a presentation is asked to contact Mitchell during the fall 2009 semester at janice.mitchell@gallaudet.edu or mitchprof03@yahoo.com.



Dr. Martha Sheridan

After serving two terms on the Council on Social Work Education's (CSWE) Council on Disability and People with Disabilities, Dr. Martha Sheridan, a professor in the Department of Social Work, was recently appointed by CSWE President Ira Colby for a three-year term on the organization's Council on Practice Methods and Specializations, which concentrates on strengthening relationships between the social work practice community, social work education, and the preparation of students for professional social work practice. In addition to Sheridan's participation on these councils, she is also a participant in CSWE's interactive Diversity Conversations focusing on diversity and social and economic justice and their link to the social work curriculum. CSWE is a national organization of over 3,000 members which oversees the accreditation of graduate and undergraduate professional social work education programs in the United States.

Neighborhood Expo

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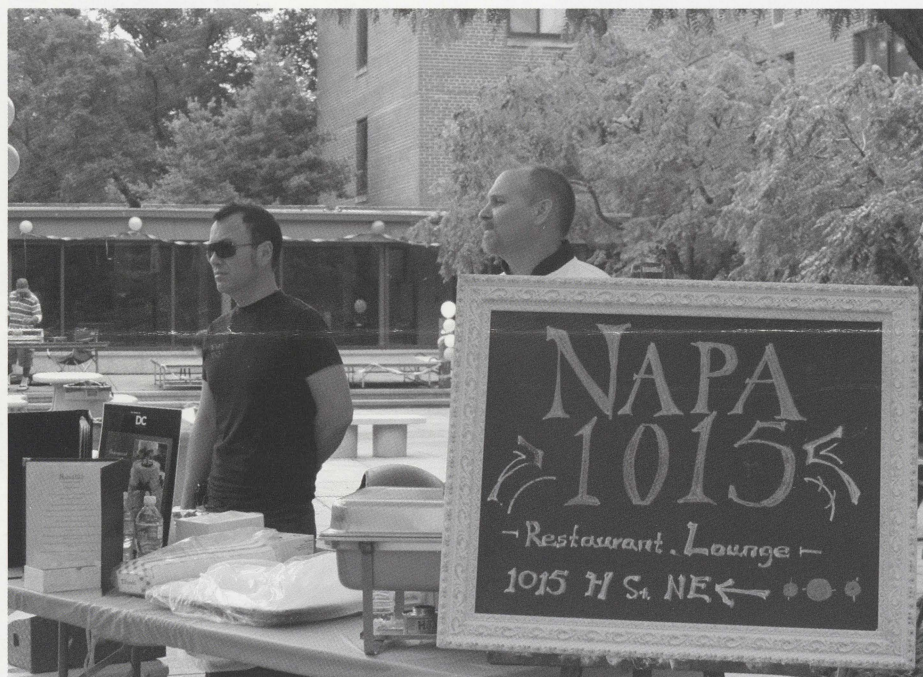
Harry Thomas, Jr., councilmember for Ward 5, was on hand to meet Gallaudet community members and share a few remarks as well. The councilman commended the University's relationship with nearby neighborhoods. "This university has been a true partner in many aspects," Thomas said. "I'm very proud to have it here at the gateway of Ward 5."

Several businesses from nearby Northeast D.C. neighborhoods answered the invitation of the event's host, the Community Relations Office within the Office of Program Development, including Pound coffee house, Napa 1015 Restaurant and Lounge, MGM Roast Beef, the gift shop Petals, Ribbons, and Beyond, Rita's Water Ice, and the Washington Area Transit Authority's MetroAccess service. Italian grocery store A. Litteri and Quiznos Sub Shop donated gift certificates for a raffle. The contributions from businesses went to Food

and Friends, an organization located in Northeast that provides meals to people living with HIV/AIDS, cancer, and other life-challenging illnesses. At the event, Thomas announced that his office would join these benefactors with a contribution of its own. Gallaudet then matched the total donations, resulting in a \$1,650 gift to Food and Friends.

The day also included a live performance by graduate student Rian Gayle and music from local entertainer DJ Supalee. A presentation, "Gallaudet and the Surrounding Community," presented some of the plans for developing the Capital City Market area and other parts of the nearby neighborhoods. Executive Director of Program Development Fred Weiner and Director of Campus Design and Planning Hansel Bauman shared their visions for reconnecting the campus to activities, spaces, and student life opportunities just beyond the gates.

As development plans unfold, said Weiner, collaboration will be essential. He called the expo "one step in a series of steps," and declared that "our future will be intertwined" with the community's. ■



Representatives from H Street's Napa 1015 Restaurant Lounge get ready to serve food samples at the August 31 Neighborhood Expo.

Notes from Human Resources Services

Service awards for July

Five years:

Stephanie Deja, interpreter II, Gallaudet Interpreting Service; **Rafael Fortiz**, mechanic, Maintenance Services; **Maximiliano Hernandez**, custodian/floor maintenance, Custodial Services; **Justin Lasko**, custodial quality control specialist, Facilities; **Darrell Pfaff**, residential educator, Student Life, MSSD

Ten years:

Earl Parks, director, Academic Technology; **Juan Reinbold**, cashier, Finance Office

New employees hired in July

John-Samuel Atkinson, sports information coordinator, Athletics; **John Davis**, football coordinator/assistant head track coach, Athletics; **Contina Djaouga**, controller, Finance Office; **Charles Goldstein**, assistant head football coach/strength and conditioning coach, Athletics; **Caitlin Smith**, interpreter II, Gallaudet Interpreting Service

Promotions in July

Yoshiko Chino, director, Gallaudet Interpreting Service; **Phyllis Maloney**, coordinator of alcohol/drug sanction education and data management, Student Center; **Thuan Nguyen**, coordinator of residence education, Residence Life

Retirements in July

Henry Johnson

Annual Campus Climate Survey gauges opinions of faculty and staff on important issues

The Office of Institutional Research conducted its annual Gallaudet University Campus Climate Survey to faculty and staff last spring to gauge their opinions on themes of respect, trust, and fairness; institutional communication and information sharing; language—specifically access to both ASL and English; management style; academic culture; and freedom of expression. The survey was distributed to 1,078 people and 236 individuals participated—a 27 percent response rate.

While the overall scores for all six themes were lower than the two previous years, the survey revealed other areas of the campus climate that received positive responses. One of these was that steps taken by the University to convey respect and trust and to share communication were noted as positive by the respondents. For example, the statement, "The University uses a variety of means to communicate," received a 77 percent positive response rate.

Other positive areas included ongoing programs to encourage diversity and respect; demonstration of multiculturalism and social justice throughout the University; access and accommodations for diverse language users and students with disabilities; clear statements, policies, and teaching defining academic integrity and ethical behavior; academic culture; and accountability of unit managers to supervisors.

Conversely, consistency and transparency of decision-making (especially regarding the allocation of resources) and the efficiency of the organization received predominately negative responses. For example, 74 percent of the respondents agreed to the statement, "Favoritism occurs in the operation of the University." Other negative areas include articulation of the concept of bilingualism and the evaluation of ASL and English proficiency.

Contradictions in the responses were noted in several areas. For example, in general the respondents were positive about the means, frequency, and timing of communication from the University administration to the community, but negative about the transparency and reciprocity of the communication and decision-making. Additionally, multiculturalism and social justice were seen by the respondents as being encouraged, but they also didn't feel there is freedom to

express diverse perspectives. Additionally, while respondents agreed with statements about policies defining ethical behavior for the campus community, they disagreed that there are programs to inform and support ethical behavior at all levels of the University. Another contradiction was that respondents indicated academic departments are working together to establish consistent standards for academic performance, but they disagreed that there is coordination across units to solve problems.

As a result of the campus climate survey, three goals have been identified to improve the climate at the University.

- Increase the transparency, reciprocity, and effectiveness of communication and decision making—including the transparency of resource allocation decisions.
- Increase the sense of proactive and efficient problem solving and make related decision making transparent in efficient and timely ways.
- Implement strategies to clarify and utilize consistent assessments of ASL and English proficiencies.

The survey results were shared with the Board of Trustees, the President's Advisory Board, the University Faculty Senate, the Academic Affairs Management Team and, academic unit representatives at a Unit Action Planning Meeting in May, and the U.S. Department of Education during an on-site monitoring visit in June. The plan is to continue to share the results of the survey to the campus and to identify concrete ways to implement the goals.

The current climate survey was developed in 2007 in order to better understand, respond to, and monitor concerns of Gallaudet employees regarding climate and campus strategies designed to improve climate. The survey is used in conjunction with other indicators of campus climate, such as the National Survey of Student Engagement, the Office of Diversity and Equity's Student Climate Survey, and evaluations of Intergroup Campus Dialogues.

Information about the Campus Climate Survey is available on the Institutional Research website: aaweb.gallaudet.edu/institutionalresearch.xml. ■



Dr. Marilyn Sass-Lehrer, a professor in the Department of Education, is congratulated by Department Chair Cynthia Neese Bailes (fourth from left) and her colleagues for 30 years of service to Gallaudet.